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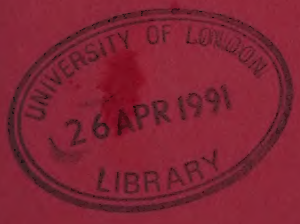
Industrial Relations LAW REPORTS

9 YEAR INDEX

(January 1982 to December 1990)



9 YEAR INDEX

This index is to cases reported in the last nine volumes of Industrial Relations Law Reports (1982 to 1990). The index is divided into three sections – the Casemark reference system, an Alphabetical Index to Cases Reported and a Cumulative Index of Cases Reported. With the aid of this nine-year index, readers will be able to refer readily to either a particular case or a group of cases on the same or related issues. Cases reported in IRLR before 1982 (September 1972 to December 1981) are listed in the previously published 10-year index.

The Casemark reference system (p.2)

IRLR's unique Casemark reference system breaks down the main issues under relevant jurisdictions into numerical references. Each separate jurisdiction is identified by a number in the hundreds – for example, 200 Unfair Dismissal. Under that main head, major issues are referred to by numbers in the tens – eg, 230–239 Reason for dismissal. This range is then sub-divided into various aspects – eg, 234 Conduct. Where appropriate, there is a further breakdown to one decimal place according to particular issues – eg, 234.3 Refusal to co-operate with management. In some cases where the issues can be specified still further, the reference goes to two decimal places – eg, 234.36 Refusal to obey an order. The Casemark system is used regularly in IRLR to identify the key issues in the cases reported.

Alphabetical Index to Cases Reported (p.5)

This index lists all cases alphabetically under the name of the applicant or appellant. The reference beside each entry gives the year and page number at which the case was reported. Industrial Tribunal cases and decisions of the Certification Officer are shown in roman type; all others are in italics.

Cumulative Index of Cases (p.10)

Using the Casemark reference system, the Cumulative Index lists cases reported under key issues. It follows the same order as Casemark, starting with Contracts of Employment. To use the Cumulative Index, you will first need to refer to Casemark to establish the numerical reference of the issue with which you are concerned. For example, if you want to refer to cases dealing with employees who have been dismissed for lateness, you would look first under the main unfair dismissal head, then under reason for dismissal, then conduct and finally under attendance where you would find lateness numbered 234.11. Looking then at the cumulative index under 234.11 Reason for dismissal – Conduct – Attendance – Lateness, you will find listed all the cases concerning lateness that we have reported in the last nine years. These appear in year order beginning with 1990. For each year, the cases are then listed in numerical page order beginning with p.1. Once again, Industrial Tribunal cases and Certification Officer decisions appear in roman type and all other cases in italic.

As many cases involve more than one issue, a particular case may well appear in the cumulative index under more than one heading.

Using the Index

If you want to refer to a particular case and you know the name of the case, then the Alphabetical Index to cases will indicate if and when we reported the case in IRLR. If you are not sure of the name of the case but know the issue with which it dealt, then by first referring to Casemark as described above, you could use the Cumulative Index to find the report of the case.

If you wish to refer to all the cases that we have reported on a specific issue, then you should refer to the Cumulative Index.

Back Copies

If in looking through the Index, you see cases which you find of particular interest, please remember that back copies of IRLR are always available. For further details, contact the Marketing Manager, Industrial Relations Services, 18-20 Highbury Place, London N5 1QP. Tel: 071-354 5858.

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Italic entry without any notation is an Employment Appeal Tribunal decision.
Notations used are abbreviations as follows:

CA – Court of Appeal
CS – Court of Session
ECJ – European Court of Justice
ECHR – European Court of Human Rights
HC – High Court
HL – House of Lords
NICA – Northern Ireland Court of Appeal
NIHC – Northern Ireland High Court

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In re a company's application [1989] IRLR 477 – HC

Lock International plc v Beswick and others [1989] IRLR 481 – HC

132 Terms of employment – Director's fiduciary duty

Horcal Ltd v Gatland [1984] IRLR 288 – CA and [1983] IRLR 459 – HC

Maintenance Co Ltd v Dormer [1982] IRLR 491

133 Terms of employment – Duty to take reasonable care

Reid v Rush and Tompkins Group plc [1989] IRLR 265 – CA

Dutton & Clark Ltd v Daly [1985] IRLR 363

134 Terms of employment – Duty of mutual trust and confidence

United Bank Ltd v Akhtar [1989] IRLR 507

Wadley v Eager Electrical Ltd [1986] IRLR 93

Laughton and Hawley v Bapp Industrial Supplies Ltd [1986] IRLR 245

City and Hackney Health Authority v National Union of Public Employees and others [1985] IRLR 252 – CA

Bliss v South East Thames Regional Health Authority [1985] IRLR 308 – CA

136 Terms of employment – Lay off

Miller v Hamworthy Engineering Ltd [1986] IRLR 461 – CA

Kenneth MacRae & Co Ltd v Dawson [1984] IRLR 5

Bond v CAV Ltd and Neads v CAV Ltd [1983] IRLR 360 – HC

137 Terms of employment – Appeals procedure

R v Secretary of State for Health and another ex parte Guirguis [1990] IRLR 30 – CA

Palmer and Saunders v Southend-on-Sea Borough Council [1984] IRLR 119 – CA

Snaith, In re [1982] IRLR 157 – NIHC

R v BBC ex parte Lavelle [1982] IRLR 404 – HC

138 Terms of employment – Disputes procedure

Tadd v Eastwood and Daily Telegraph Ltd [1985] IRLR 119 – CA and [1983] IRLR 320 – HC

Irani v Southampton and South-West Hampshire Health

Authority [1985] IRLR 203 – HC

139 Terms of employment – Disciplinary procedure

R v Secretary of State for Health and another ex parte Guirguis [1990] IRLR 30 – CA
Wadcock v London Borough of Brent [1990] IRLR 223 – HC
Ali v London Borough of Southwark [1988] IRLR 100 – HC
Dietman v London Borough of Brent [1988] IRLR 299 – CA and [1987] IRLR 259 – HC
McGoldrick v London Borough of Brent [1987] IRLR 67 – CA
Batchelor v British Railways Board [1987] IRLR 136 – CA
R v Chief Constable of South Wales ex parte Thornhill [1987] IRLR 313 – CA
Saeed v Greater London Council (Inner London Education Authority) [1986] IRLR 23 – HC
Honeyford v City of Bradford Metropolitan Council and another [1986] IRLR 32 – CA
Calveley and others v Merseyside Police [1986] IRLR 177 – CA
City and Hackney Health Authority v National Union of Public Employees and others [1985] IRLR 252 – CA

150.2 Employment-related torts – Conspiracy

Faccenda Chicken Ltd v Fowler and others [1984] IRLR 61 – HC

160 Effect of collective agreement

Alexander and others v Standard Telephones & Cables Ltd and Wall and others v Standard Telephones & Cables Ltd [1990] IRLR 55 – HC
York City & District Travel Ltd v Smith [1990] IRLR 213
Hamilton v Futura Floors Ltd [1990] IRLR 478 – CS
Cadoux v Central Regional Council [1986] IRLR 131 – CS
Marley v Forward Trust Group Ltd [1986] IRLR 369 – CA and [1986] IRLR 43
NCB v NUM and others [1986] IRLR 439 – HC
Miller v Hamworthy Engineering Ltd [1986] IRLR 461 – CA
Tadd v Eastwood and Daily Telegraph Ltd [1985] IRLR 119 – CA and [1983] IRLR 320 – HC
City and Hackney Health Authority v National Union of Public Employees and others [1985] IRLR 252 – CA
Gibbons v Associated British Ports [1985] IRLR 376 – HC
Robertson and Jackson v British Gas Corporation [1983] IRLR 302 – HC
Bond v CAV Ltd and Neads v CAV Ltd [1983] IRLR 360 – HC

169 Effect of Wages Council Order

Reid v Camphill Engravers [1990] IRLR 268
Cooner v PS Doal & Sons [1988] IRLR 338

170 Termination

R v Chief Constable of South Wales ex parte Thornhill [1987] IRLR 313 – CA
R v Secretary of State for the Home Department ex parte Benwell [1985] IRLR 6 – HC
R v Hertfordshire County Council ex parte National Union of Public Employees and others and R v East Sussex County Council ex parte National Union of Public Employees and others [1985] IRLR 258 – CA
R v East Berkshire Health Authority [1984] IRLR 278 – CA
Blyth v Scottish Liberal Club and others [1983] IRLR 245 – CS
Dalgleish v Kew House Farm Ltd [1982] IRLR 251 – CA
R v BBC ex parte Lavelle [1982] IRLR 404 – HC

171 Termination – Wrongful dismissal

Greg May (CF & C) Ltd v Dring [1990] IRLR 19
Alexander and others v Standard Telephones & Cables Ltd and Wall and others v Standard Telephones & Cables Ltd [1990] IRLR 55 – HC
O'Laoire v Jackel International Ltd [1990] IRLR 70 – CA
Micklefield v SAC Technology Ltd [1990] IRLR 281 – HC
Briggs v Oates [1990] IRLR 472 – HC
Dietman v London Borough of Brent [1988] IRLR 299 – CA and [1987] IRLR 259 – HC
BSC Sports & Social Club v Morgan [1987] IRLR 391
Irani v Southampton and South-West Hampshire Health Authority [1985] IRLR 203 – HC
Westwood v Secretary of State for Employment [1984] IRLR 209 – HL

174 Termination – Employer repudiation/constructive dismissal

Spencer v Marchington [1988] IRLR 392 – HC

175 Termination – Frustration

Notcutt v Universal Equipment Co (London) Ltd [1986] IRLR 218 – CA
Norris v Southampton City Council [1982] IRLR 141

179 Breach of contract

Jakeman and others v South West Thames Regional Health Authority and London Ambulance Service [1990] IRLR 70 – HC
Barlow v Whittle [1990] IRLR 79
Alsop v Star Vehicle Contracts Ltd [1990] IRLR 83
Delaney v Staples [1990] IRLR 86
Chiltern House Ltd v Chambers and others [1990] IRLR 88
New Centurion Trust v Welch and another [1990] IRLR 123
McLaren v The Home Office [1990] IRLR 338 – CA
Wishart v National Association of Citizens Advice Bureaux Ltd [1990] IRLR 393 – CA
Warren v Mendy and another [1989] IRLR 210 – CA
Wiluszynski v London Borough of Tower Hamlets [1989] IRLR 259 – CA and [1988] IRLR 154 – HC
Jackson v Foster Wheeler (London) Ltd [1989] IRLR 283
Hughes and others v London Borough of Southwark [1988] IRLR 55 – HC
Ali v London Borough of Southwark [1988] IRLR 100 – HC
Evening Standard Co Ltd v Henderson [1987] IRLR 64 – CA
Batchelor v British Railways Board [1987] IRLR 136 – CA
Stubbes v Trower, Still & Keeling [1987] IRLR 321 – CA
Chapman and Elkin v CPS Computer Group Ltd [1987] IRLR 462 – CA
Rigby v Ferodo Ltd [1987] IRLR 516 – HL and [1987] IRLR 61 – CA
Shook v London Borough of Ealing [1986] IRLR 46
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Cadoux v Central Regional Council [1986] IRLR 131 – CS
Sim v Rotherham Metropolitan Borough Council, Townend v Doncaster Metropolitan Borough Council, Barnfield v Metropolitan Borough Council of Solihull, Rathbone v London Borough of Croydon [1986] IRLR 391 - HC
Bliss v South East Thames Regional Health Authority [1985] IRLR 308 – CA
Gibbons v Associated British Ports [1985] IRLR 376 – HC
Gill and others v Cape Contracts Ltd [1985] IRLR 499 – NIHC
R v Liverpool City Corporation ex parte Ferguson and Ferguson [1985] IRLR 501 – HC
Keir and Williams v Hereford and Worcester County Council [1985] IRLR 505 – CA
Strathclyde Regional Council v Neil [1984] IRLR 14 and 11
Burdett-Coutts and others v Hertfordshire County Council [1984] IRLR 91 – HC
Royle v Trafford Borough Council [1984] IRLR 184 – HC
Cresswell and others v Board of Inland Revenue [1984] IRLR 190 – HC
Norbrook Laboratories Ltd v King and Norbrook Laboratories Ltd v Sands [1984] IRLR 200 – NICA and [1982] IRLR 456 – NIHC
Trusthouse Forte (Catering) Ltd v Adonis [1984] IRLR 382
Robertson and Jackson v British Gas Corporation [1983] IRLR 302 – CA
Bond v CAV Ltd and Neads v CAV Ltd [1983] IRLR 360 – HC
Norris v Southampton City Council [1982] IRLR 141
Rowe v Radio Rentals Ltd [1982] IRLR 177

180 Continuity of employment

Hancill v Marcon Engineering Ltd [1990] IRLR 51
Macer v Abafast Ltd [1990] IRLR 137
Harber v North London Polytechnic [1990] IRLR 198 – CA
Briggs v Oates [1990] IRLR 472 – HC
Sillars v Charringtons Fuels Ltd [1989] IRLR 152 – CA and [1988] IRLR 180
Payne v Secretary of State for Employment [1989] IRLR 352 – CA
Cowell v Quilter Goodison & Co Ltd and another [1989] IRLR 392 – CA
Tipper v Roofdec Ltd [1989] IRLR 419
Society of Licensed Victuallers v Chamberlain [1989] IRLR 421
Pinkney v Sandpiper Drilling Ltd and others [1989] IRLR 425
Weston v Vega Space Systems Engineering Ltd [1989] IRLR 429
Brook Lane Finance Co Ltd v Bradley [1988] IRLR 283
Dabell v Vale Industrial Services (Nottingham) Ltd and others [1988] IRLR 439 – CA
Secretary of State for Employment v Cohen and Beaupress Ltd [1987] IRLR 169
Byrne v City of Birmingham District Council [1987] IRLR 191 – CA
Lewis v Surrey County Council [1987] IRLR 509 – HL, [1986] IRLR 455 – CA and [1966] IRLR 11
South West Launderettes Ltd v Laidler [1986] IRLR 305 – CA and [1986] IRLR 68
Flack and others v Kodak Ltd [1986] IRLR 255 – CA and [1985] IRLR 443
Ingram v Foxon [1985] IRLR 5
Jeetle v Elster [1985] IRLR 227
Secretary of State for Employment v 1. Deary and others and 2. Cambridgeshire County Council [1984] IRLR 180
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Ford v Warwickshire County Council [1983] IRLR 126 – HL and [1982] IRLR 246 – CA

191 Remedies – Damages

New Centurion Trust v Welch and another [1990] IRLR 123
Micklefield v SAC Technology Ltd [1990] IRLR 218 – HC
Warren v Mendy and another [1989] IRLR 210 – CA
Wiluszynski v London Borough of Tower Hamlets [1988] IRLR 154 – HC
Dietman v London Borough of Brent [1987] IRLR 259 – HC
Stubbes v Trower, Still & Keeling [1987] IRLR 321 – CA
Johnson & Bloy (Holdings) Ltd and Johnson & Bloy Ltd v Wolstenholme Rink plc and Fallon [1987] IRLR 499 – CA
Rigby v Ferodo Ltd [1987] IRLR 516 – HL, [1987] IRLR 61 – CA
Sim v Rotherham Metropolitan Borough Council, Townend v Doncaster Metropolitan Borough Council, Barnfield v Metropolitan Borough Council of Solihull, Rathbone v London Borough of Croydon [1986] IRLR 391 – HC
Bliss v South East Thames Regional Health Authority [1985] IRLR 308 – CA
Gill and others v Cape Contracts Ltd [1985] IRLR 499 – NIHC
Strathclyde Regional Council v Neil [1984] IRLR 14 and 11
Shove v Downs Surgical plc [1984] IRLR 17 – HC
Royle v Trafford Borough Council [1984] IRLR 184 – HC
Westwood v Secretary of State for Employment [1984] IRLR 209 – HL

192 Remedies – Declaration

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R v Secretary of State for Foreign and Commonwealth Affairs ex parte Council of Civil Service Unions and others [1985] IRLR 28 – HL, [1984] IRLR 353 – CA and [1984] IRLR 309 – HC

193 Remedies – Injunction

Alexander and others v Standard Telephones & Cables Ltd and Wall and others v Standard Telephones & Cables Ltd [1990] IRLR 55 – HC
Jakeman and others v South West Thames Regional Health Authority and London Ambulance Service [1990] IRLR 70 – HC
Wadcock v London Borough of Brent [1990] IRLR 223 – HC
Lawrence David Ltd v Ashton [1989] IRLR 22 – CA
Provident Financial Group plc and another v Hayward [1989] IRLR 84 – CA
Warren v Mendy and another [1989] IRLR 210 – CA
In re a company's application [1989] IRLR 477 – HC
Lock International plc v Beswick and others [1989] IRLR 481 – HC
Mihlenstedt v Barclays Bank International and another [1989] IRLR 522 – CA
Hughes and others v London Borough of Southwark [1988] IRLR 55 – HC
Ali v London Borough of Southwark [1988] IRLR 100 – HC
MacPherson v London Borough of Lambeth [1988] IRLR 470 – HC
Rex Stewart Jeffries Parker Ginsberg Ltd v Parker and another [1988] IRLR 483 – CA
Evening Standard Co Ltd v Henderson [1987] IRLR 64 – CA
Dietman v London Borough of Brent [1987] IRLR 259 – HC
Powell v London Borough of Brent [1987] IRLR 466 – CA
Roger Bullivant Ltd and others v Ellis and others [1987] IRLR 491 – CA
Johnson & Bloy (Holdings) Ltd and Johnson & Bloy Ltd v Wolstenholme Rink plc and Fallon [1987] IRLR 499 – CA
City and Hackney Health Authority v National Union of Public Employees and others [1985] IRLR 252 – CA
R v BBC ex parte Lavelle [1982] IRLR 404 – HC

194 Remedies – Order of certiorari

Calveley and others v Merseyside Police [1986] IRLR 177 – CA
R v Hertfordshire County Council ex parte National Union of Public Employees and others and R v East Sussex County Council ex parte National Union of Public Employees and others [1985] IRLR 258 – CA
R v Liverpool City Corporation ex parte Ferguson and Ferguson [1985] IRLR 501 – HC
R v East Berkshire Health Authority [1984] IRLR 278 – CA

Snaith, In Re [1982] IRLR 157 – NIHC
R v BBC ex parte Lavelle [1982] IRLR 404 – HC
195 Remedies – Anton Piller Order
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196 Remedies – Specific performance
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Wadcock v London Borough of Brent [1990] IRLR 223 – HC
Wishart v National Association of Citizens Advice Bureaux Ltd [1990] IRLR 393 – CA
Warren v Mendy and another [1989] IRLR 210 – CA
Hughes and others v London Borough of Southwark [1988] IRLR 55 – HC
Powell v London Borough of Brent [1987] IRLR 466 – CA
Irani v Southampton and South-West Hampshire Health Authority [1985] IRLR 203 – HC
City and Hackney Health Authority v National Union of Public Employees and others [1985] IRLR 252 – CA
R v BBC ex parte Lavelle [1982] IRLR 404 – HC
197 Remedies – Restitution
Horcal Ltd v Gatland [1984] IRLR 288 – CA and [1983] IRLR 459 – HC
Avon County Council v Howlett [1983] IRLR 171 – CA

200 UNFAIR DISMISSAL
211 Exclusions and qualifications – Meaning of "employee"
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Davies v Presbyterian Church of Wales [1986] IRLR 194 – HL
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211.1 Exclusions and qualifications – Meaning of "employee" – Illegal contract
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212 Exclusions and qualifications – Claim in time
City & Hackney Health Authority v Crisp [1990] IRLR 47
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Palmer and Saunders v Southend-on-Sea Borough Council [1984] IRLR 119 – CA
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213 Exclusions and qualifications – Service qualification
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Harber v North London Polytechnic [1990] IRLR 198 – CA
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213.3 Exclusions and qualifications – Service qualification – 20 or less employees
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215.1 Exclusions and qualifications – Excluded cases – Work ordinarily outside GB
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Shook v London Borough of Ealing [1986] IRLR 46
Lucas v Norton of London Ltd [1984] IRLR 86
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Hindle Gears Ltd v McGinty and others [1984] IRLR 477
British Broadcasting Corporation v Beckett [1983] IRLR 43
Martin v Yeomen Aggregates Ltd [1983] IRLR 49
J&J Stern v Simpson [1983] IRLR 52
Norris v Southampton City Council [1982] IRLR 145
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Stapp v Shaftesbury Society [1982] IRLR 326 – CA
222 Was employee dismissed? – Termination by agreement/offer of new employment
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Lewis v Motorworld Garages Ltd [1985] IRLR 465 – CA
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224.1 Was employee dismissed? – Employer repudiation/constructive dismissal – Change in status, title or grade
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McNeil v Messrs Charles Crimin (Electrical Contractors) Ltd [1984] IRLR 179
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224.2 Was employee dismissed? – Employer repudiation/constructive dismissal – Change in job content
McNeil v Messrs Charles Crimin (Electrical Contractors) Ltd [1984] IRLR 179
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224.3 Was employee dismissed? – Employer repudiation/constructive dismissal – Change in pay or fringe benefits
Delabole Slate Ltd v Berriman [1985] IRLR 305 – CA
224.4 Was employee dismissed? – Employer repudiation/constructive dismissal – Change in place of work
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224.6 Was employee dismissed? – Employer repudiation/constructive dismissal – Employee's safety
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224.9 Was employee dismissed? – Employer repudiation/constructive dismissal – Other circumstances entitling the employee to terminate
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225 Was employee dismissed? – Frustration of contract
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Leech v Preston Borough Council [1985] IRLR 337
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Thomson v Alloa Motor Co Ltd [1983] IRLR 403
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232.1 Reason for dismissal – Capability – Skill/ competence
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RSPCA v Cruden [1986] IRLR 83
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232.2 Reason for dismissal – Capability – Health
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Shook v London Borough of Ealing [1986] IRLR 46
Smiths Industries Aerospace & Defence Systems Ltd v Brookes [1986] IRLR 434
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233 Reason for dismissal – Qualifications
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234 Reason for dismissal – Conduct
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234.11 Reason for dismissal – Conduct – Attendance – Lateness
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234.15 Reason for dismissal – Conduct – Attendance – Absenteeism
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234.18 Reason for dismissal – Conduct – Attendance – Unauthorised absence
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234.2 Reason for dismissal – Conduct – Inadequate performance
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Henderson v Granville Tours Ltd [1982] IRLR 494
234.32 Reason for dismissal – Conduct – Refusal to co-operate with management – Refusal to accept a change in job content
Woods v WM Car Services (Peterborough) Ltd [1982] IRLR 413 – CA
Trimble v Supertravel Ltd [1982] IRLR 451
234.33 Reason for dismissal – Conduct – Refusal to co-operate with management – Refusal to accept a change in pay
Chubb Fire Security Ltd v Harper [1983] IRLR 311
234.34 Reason for dismissal – Conduct – Refusal to co-operate with management – Refusal to accept a change in place of work
Chubb Fire Security Ltd v Harper [1983] IRLR 311
234.36 Reason for dismissal – Conduct – Refusal to co-operate with management – Refusal to obey an order
Payne v Spook Erection Ltd [1984] IRLR 219
Lewis v John Adamson & Co Ltd [1982] IRLR 233
W&J Wass Ltd v Binns [1982] IRLR 283 – CA
234.41 Reason for dismissal – Conduct – Relationship with other employees – Violence
Gibson and others v British Transport Docks Board [1982] IRLR 228
Kingston v British Railways Board [1982] IRLR 274
234.5 Reason for dismissal – Conduct – Relationship with people other than employees
Whitbread & Co plc v Mills [1988] IRLR 501
234.51 Reason for dismissal – Conduct – Relationship with people other than employees – Customers
Rentokil Ltd v Mackin and another [1989] IRLR 286
234.6 Reason for dismissal – Conduct – Alleged or proven criminal acts
ILEA v Gravett [1988] IRLR 497
Hollier v Plysu Ltd [1983] IRLR 260 – CA
234.61 Reason for dismissal – Conduct – Alleged or proven criminal acts – Theft
Linfood Cash & Carry Ltd v Thomson and another [1989] IRLR 235
Post Office Counters Ltd v Heavey [1989] IRLR 513
Harris and Shepherd v Courage Eastern Ltd [1982] IRLR 509 – CA
234.63 Reason for dismissal – Conduct – Alleged or proven criminal acts – Offence unconnected with work
Mathewson v RB Wilson Dental Laboratory Ltd [1988] IRLR 512
234.7 Reason for dismissal – Conduct – Breach of company rules
Murray MacKinnon v Forno [1983] IRLR 7
Ladbroke Racing Ltd v Arnott and others [1983] IRLR 154 – CS
Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439
234.76 Reason for dismissal – Conduct – Breach of company rules – Working in competition
Laughton and Hawley v Bapp Industrial Supplies Ltd [1986] IRLR 245
Nova Plastics Ltd v Froggatt [1982] IRLR 141
Rowe v Radio Rentals Ltd [1982] IRLR 177
234.77 Reason for dismissal – Conduct – Breach of company rules – Dishonesty
Ulsterbus Ltd v Henderson [1989] IRLR 251 – NICA
Pritchett and Dyjasek v J McIntyre Ltd [1987] IRLR 18 – CA
Siggs & Chapman (Contractors) Ltd v Knight [1984] IRLR 83
Hotson v Wisbech Conservative Club [1984] IRLR 422
Royal Society for the Protection of Birds v Croucher [1984] IRLR 425
Sillifant v Powell Duffryn Timber Ltd [1983] IRLR 91
McCrory v Magee [1983] IRLR 414 – NICA
Morley's of Brixton Ltd v Minott [1982] IRLR 270
Maintenance Co Ltd v Dormer [1982] IRLR 491
234.91 Reason for dismissal – Conduct – Failure to disclose criminal conviction
Property Guards Ltd v Taylor and Kershaw [1982] IRLR 175
236 Other substantial reason for dismissal
Wadley v Eager Electrical Ltd [1986] IRLR 93
Hannan v TNT-IPEC (UK) Ltd [1986] IRLR 165
Kent County Council v Gilham and others [1985] IRLR 18 – CA
Richmond Precision Engineering Ltd v Pearce [1985] IRLR 179
North Yorkshire County Council v Fay [1985] IRLR 247 – CA
Kingston v British Railways Board [1984] IRLR 146 – CA and [1982] IRLR 274
Murphy v Epsom College [1984] IRLR 271 – CA and [1983] IRLR 395
Grootcon (UK) Ltd v Keld [1984] IRLR 302
Dobie v Burns International Security Services (UK) Ltd [1984] IRLR 329 – CA and [1983] IRLR 278
Kelman v GJ Oram [1983] IRLR 432
Evans v Elemeta Holdings [1982] IRLR 143
236.5 Other substantial reason for dismissal – Expiration of fixed-term contract
Labour Party v Oakley [1987] IRLR 79
237 Reason for dismissal – Inadmissible reason/union membership grounds
Therm A Stor Ltd v Atkins and others [1983] IRLR 78 – CA
Maund v Penwith District Council [1982] IRLR 399
237.11 Reason for dismissal – Inadmissible reason/union membership grounds – Trade union – Membership
Discount Tobacco & Confectionery Ltd v Armitage [1990] IRLR 14
Artisan Press v Srawley and Parker [1986] IRLR 126
Rath v Cruden Construction Ltd [1982] IRLR 9
237.13 Reason for dismissal – Inadmissible reason/union membership grounds – Trade union – Non-membership
Crosville Motor Services Ltd v Ashfield [1986] IRLR 475
McGhee v Midland British Road Services Ltd [1985] IRLR 198
Home Delivery Services Ltd v Shackcloth [1984] IRLR 470
Sakals v United Counties Omnibus Co Ltd [1984] IRLR 474
Rath v Cruden Construction Ltd [1982] IRLR 9
Taylor v Co-operative Retail Services Ltd [1982] IRLR 354 – CA
238 Reason for dismissal – Pregnancy
Clayton v Vigers [1990] IRLR 177
Brown v Stockton-on-Tees Borough Council [1988] IRLR 263 – HL, [1987] IRLR 230 – CA and [1986] IRLR 432
Grimsby Carpet Co Ltd v Bedford [1987] IRLR 438
Lucas v Norton of London Ltd [1984] IRLR 86
239 Reason for dismissal – Transfer of undertaking
Woodcock and others v Committee for the time being of the Friends School, Wigton and Genwise Ltd [1987] IRLR 98 – CA
Richmond Precision Engineering Ltd v Pearce [1985] IRLR 179
239.1 Reason for dismissal – Transfer of undertaking – Whether reason connected with transfer
Litster and others v Forth Dry Dock & Engineering Co Ltd and another [1989] IRLR 161 – HL
Meikle v McPhail (Charleston Arms) [1983] IRLR 351
239.2 Reason for dismissal – Transfer of undertaking – Economic, technical or organisational reason
Crawford v Swinton Insurance Brokers Ltd [1990] IRLR 42
Litster and others v Forth Dry Dock & Engineering Co Ltd (formerly Forth Estuary Engineering Ltd) and another [1989] IRLR 161 – HL and [1986] IRLR 59
Gateway Hotels Ltd v Stewart and others [1988] IRLR 287
Wheeler v Patel and J Golding Group of Companies [1987] IRLR 211
Fenton v Stablegold Ltd [1986] IRLR 64
Delabole Slate Ltd v Berriman [1985] IRLR 305 – CA
McGrath v Rank Leisure Ltd [1985] IRLR 323
Anderson and McAlonie v Dalkeith Engineering Ltd [1984] IRLR 429
Meikle v McPhail (Charleston Arms) [1983] IRLR 351
240 Reason for dismissal – Redundancy
Polkey v Edmond Walker (Holdings) Ltd [1987] IRLR 13 – CA
241 Reason for dismissal – Redundancy – Whether reason for dismissal was redundancy
Brown v Stockton-on-Tees Borough Council [1988] IRLR 263 – HL, [1987] IRLR 230 – CA and [1986] IRLR 432
Lamont v Fry's Metals Ltd [1985] IRLR 470 – CA
McKindley v William Hill (Scotland) Ltd [1985] IRLR 492
Maund v Penwith District Council [1984] IRLR 24 – CA and [1982] IRLR 399
241.3 Reason for dismissal – Redundancy – Was dismissal for purposes of redundancy?
Babar Indian Restaurant v Rawat [1985] IRLR 57
241.32 Reason for dismissal – Redundancy – Was dismissal for purposes of redundancy? – Diminishing work requirements
McCrea v Cullen & Davison Ltd [1988] IRLR 30 – NICA
North Yorkshire County Council v Fay [1985] IRLR 247 – CA
Pink v White and White & Co (Earls Barton) Ltd [1985] IRLR 489
Murphy v Epsom College [1984] IRLR 271 – CA and [1983] IRLR 395
Haden Ltd v Cowen [1982] IRLR 314 – CA and [1982] IRLR 225
242 Reason for dismissal – Redundancy – Selection for redundancy
Brown v Stockton-on-Tees Borough Council [1988] IRLR 263 – HL
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53
Green v A&I Fraser (Wholesale Fish Merchants) Ltd [1985] IRLR 55
Grundy (Teddington) Ltd v Plummer and Salt [1983] IRLR 98
Thomson v Alloa Motor Co Ltd [1983] IRLR 403
A Simpson & Son (Motors) v Reid and Findlater [1983] IRLR 401
Abbotts and Standley v Wesson-Glynwed Steels Ltd [1982] IRLR 51
Williams and others v Compair Maxam Ltd [1982] IRLR 83
242.1 Reason for dismissal – Redundancy – Selection for redundancy – Circumstances applied equally to other employees holding similar positions
Robinson v Carrickfergus Borough Council [1983] IRLR 122 – NICA
242.3 Reason for dismissal – Redundancy – Selection for redundancy – Contravention of a customary arrangement
Rogers and others v Vosper Thornycroft (UK) Ltd [1989] IRLR 82 – CA and [1988] IRLR 229
Sheehan and others v Vosper Thornycroft (UK) Ltd [1989] IRLR 82 – CA
Suflex Ltd v Thomas and others [1987] IRLR 435
Tilgate Pallets Ltd v Barras and others [1983] IRLR 231
242.31 Reason for dismissal – Redundancy – Selection for redundancy – Contravention of a customary arrangement – Special reasons for contravention
Suflex Ltd v Thomas and others [1987] IRLR 435
Tilgate Pallets Ltd v Barras and others [1983] IRLR 231
242.4 Reason for dismissal – Redundancy – Selection for redundancy – Contravention of an agreed procedure
Henry v Ellerman City Liners Ltd [1984] IRLR 408 – CA
Tilgate Pallets Ltd v Barras and others [1983] IRLR 231
242.41 Reason for dismissal – Redundancy – Selection for redundancy – Contravention of an agreed procedure – Special reasons for contravention
Cross International v Reid and others [1985] IRLR 387 – CA
Tilgate Pallets Ltd v Barras and others [1983] IRLR 231
242.5 Reason for dismissal – Redundancy – Selection for redundancy – Company policy: reasonableness
BL Cars Ltd v Lewis [1983] IRLR 58
242.51 Reason for dismissal – Redundancy – Selection for redundancy – Company policy: reasonableness – Contravention of company policy
Stockton-on-Tees Borough Council v Brown [1986] IRLR 432
250 Sufficiency of reason for dismissal
Whitbread & Co plc v Mills [1988] IRLR 501
Polkey v A E Dayton Services Ltd (formerly Edmund Walker (Holdings) Ltd) [1987] IRLR 503 – HL

Stacey v Babcock Power Ltd (Construction Division) [1986] IRLR 3
Cawley v South Wales Electricity Board [1985] IRLR 89
Greenall Whitley plc v Carr [1985] IRLR 289
Anandarajah v Lord Chancellor's Department [1984] IRLR 131
Dobie v Burns International Security Services (UK) Ltd [1984] IRLR 329 – CA
Anderson and McAlonie v Dalkeith Engineering Ltd [1984] IRLR 429
Grundy (Teddington) Ltd v Plummer and Salt [1983] IRLR 98
Williams and others v Compair Maxam Ltd [1982] IRLR 83
Savoia v Chiltern Herb Farms Ltd [1982] IRLR 166 – CA
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439

251 Sufficiency of reason for dismissal – Onus of proof

Post Office Counters Ltd v Heavey [1989] IRLR 513
Howarth Timber (Leeds) Ltd v Biscomb [1986] IRLR 52
Smith v City of Glasgow District Council [1985] IRLR 79 – CS
Barratt Construction Ltd v Dalrymple [1984] IRLR 385
Murray MacKinnon v Forno [1983] IRLR 7
Abbotts and Standley v Wesson-Glynwed Steels Ltd [1982] IRLR 51
Nova Plastics Ltd v Froggatt [1982] IRLR 146
Maund v Penwith District Council [1982] IRLR 399

252 Reasonableness in the circumstances: IR Code of Practice

Grundy (Teddington) Ltd v Plummer and Salt [1983] IRLR 98

252.11 Reasonableness in the circumstances: IR Code of Practice – Disciplinary procedure – Fair and effective arrangements

Spink v Express Foods Group Ltd [1990] IRLR 320
Louies v Coventry Hood & Seating Co Ltd [1990] IRLR 324
Slater v Leicestershire Health Authority [1989] IRLR 16 – CA
Moyes v Hylton Castle Working Men's Social Club & Institute Ltd [1986] IRLR 482
Read v Phoenix Preservation Ltd [1985] IRLR 93
Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47
Rowe v Radio Rentals Ltd [1982] IRLR 177
Gibson and others v British Transport Docks Board [1982] IRLR 228

252.12 Reasonableness in the circumstances: IR Code of Practice – Disciplinary procedure – Agreed with employee representatives

W Brooks & Son v Skinner [1984] IRLR 379

252.15 Reasonableness in the circumstances: IR Code of Practice – Disciplinary procedure – Circumstances which can lead to penalty known

Ulsterbus Ltd v Henderson [1989] IRLR 251 – NICA
W Brooks & Son Ltd v Skinner [1984] IRLR 379
Trusthouse Forte (Catering) Ltd v Adonis [1984] IRLR 382
Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47

252.17 Reasonableness in the circumstances: IR Code of Practice – Disciplinary procedure – Opportunity to state case

Spink v Express Foods Group Ltd [1990] IRLR 320
Louies v Coventry Hood & Seating Co Ltd [1990] IRLR 324
McLaren v National Coal Board [1988] IRLR 215 – CA
Pritchett and Dyjasek v J McIntyre Ltd [1987] IRLR 18 – CA and [1986] IRLR 97
Read v Phoenix Preservation Ltd [1985] IRLR 93
Siggs & Chapman (Contractors) Ltd v Knight [1984] IRLR 83
Anandarajah v Lord Chancellor's Department [1984] IRLR 131
Kingston v British Railways Board [1984] IRLR 146 – CA and [1982] IRLR 274
Murray MacKinnon v Forno [1983] IRLR 7
Sillifant v Powell Duffryn Timber Ltd [1983] IRLR 91
W&J Wass Ltd v Binns [1982] IRLR 283 – CA
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439
Dunn v Pochin (Contractors) Ltd [1982] IRLR 449
Henderson v Granville Tours Ltd [1982] IRLR 494
Harris and Shepherd v Courage Eastern Ltd [1982] IRLR 509 – CA

252.18 Reasonableness in the circumstances: IR Code of Practice – Disciplinary procedure – Opportunity to be represented

Anandarajah v Lord Chancellor's Department [1984] IRLR 131

252.19 Reasonableness in the circumstances: IR Code of Practice – Disciplinary procedure – Opportunity to appeal

Post Office v Marney [1990] IRLR 170
Tower Hamlets Health Authority v Anthony [1989] IRLR 394 – CA and [1988] IRLR 331
Whitbread & Co plc v Mills [1988] IRLR 501
West Midlands Co-operative Society Ltd v Tipton [1986] IRLR 112 – HL, [1985] IRLR 116 – CA and [1983] IRLR 276
Stein v Associated Dairies Ltd [1982] IRLR 447

252.2 Reasonableness in the circumstances: IR Code of Practice – Operating the disciplinary procedure

Whitbread & Co plc v Thomas and others [1988] IRLR 43
Whitbread & Co plc v Mills [1988] IRLR 501
RSPCA v Cruden [1986] IRLR 83
Stein v Associated Dairies Ltd [1982] IRLR 447

252.21 Reasonableness in the circumstances: IR Code of Practice – Operating the disciplinary procedure – Warnings

Auguste Noel Ltd v Curtis [1990] IRLR 326
Tower Hamlets Health Authority v Anthony [1989] IRLR 394 – CA and [1988] IRLR 331
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53

252.22 Reasonableness in the circumstances: IR Code of Practice – Operating the disciplinary procedure – Gross misconduct: dismissal for first breach

Trusthouse Forte (Catering) Ltd v Adonis [1984] IRLR 382

253 Reasonableness in the circumstances: Conduct and capability

Parr v Whitbread plc [1990] IRLR 39
Rentokil Ltd v Mackin and another [1989] IRLR 286
Whitbread & Co plc v Thomas and others [1988] IRLR 43
Polkey v AE Dayton Services Ltd (formerly Edmund Walker (Holdings) Ltd) [1987] IRLR 503 – HL and [1987] IRLR 13 – CA
Shook v London Borough of Ealing [1986] IRLR 46
Hereford and Worcester County Council v Neale [1986] IRLR 168 – CA and [1985] IRLR 281
FC Shepherd & Co Ltd v Jerrom [1985] IRLR 275
Kingston v British Railways Board [1984] IRLR 146 – CA
Payne v Spook Erection Ltd [1984] IRLR 219
Murray MacKinnon v Forno [1983] IRLR 7
Brandon and Goold v Murphy Bros [1983] IRLR 54
Thomson v Alloa Motor Co Ltd [1983] IRLR 403
Property Guards Ltd v Taylor and Kershaw [1982] IRLR 175
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439
Riley v Joseph Frisby Ltd [1982] IRLR 479
Maintenance Co Ltd v Dormer [1982] IRLR 491

253.11 Reasonableness in the circumstances: Conduct and capability – Employer responsibility – Inquiry and investigation

Parr v Whitbread plc [1990] IRLR 39
Linfood Cash & Carry Ltd v Thomson and another [1989] IRLR 235
Ulsterbus Ltd v Henderson [1989] IRLR 251 – NICA
Whitbread & Co plc v Thomas and others [1988] IRLR 43
ILEA v Gravett [1988] IRLR 497
Whitbread & Co plc v Mills [1988] IRLR 501
Read v Phoenix Preservation Ltd [1985] IRLR 93
Greenall Whitley plc v Carr [1985] IRLR 289
Siggs & Chapman (Contractors) Ltd v Knight [1984] IRLR 83
Royal Society for the Protection of Birds v Croucher [1984] IRLR 425
Sillifant v Powell Duffryn Timber Ltd [1983] IRLR 91
Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47
Kingston v British Railways Board [1982] IRLR 274
W&J Wass Ltd v Binns [1982] IRLR 283 – CA
Dunn v Pochin (Contractors) Ltd [1982] IRLR 449
Henderson v Granville Tours Ltd [1982] IRLR 494
Harris and Shepherd v Courage Eastern Ltd [1982] IRLR 509 – CA

253.12 Reasonableness in the circumstances: Conduct and capability – Employer responsibility – To establish validity of reason

Tele-Trading Ltd v Jenkins [1990] IRLR 430 – CA
Linfood Cash & Carry Ltd v Thomson and another [1989] IRLR 235
Ulsterbus Ltd v Henderson [1989] IRLR 251 – NICA
ILEA v Gravett [1988] IRLR 497
Whitbread & Co plc v Mills [1988] IRLR 501
Smith v City of Glasgow District Council [1987] IRLR 326 – HL and [1985] IRLR 79 – CS
Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47
Lewis v John Adamson & Co Ltd [1982] IRLR 233

253.13 Reasonableness in the circumstances: Conduct and capability – Employer responsibility – To warn of change in practice

W Brooks & Son Ltd v Skinner [1984] IRLR 379

253.14 Reasonableness in the circumstances: Conduct and capability – Employer responsibility – Consistency

Cain v Leeds Western Health Authority [1990] IRLR 168
Securicor Ltd v Smith [1989] IRLR 356

253.17 Reasonableness in the circumstances: Conduct and capability – Employer responsibility – To inform employee of reason for dismissal

Pritchett and Dyjasek v J McIntyre Ltd [1987] IRLR 18 – CA and [1986] IRLR 97

253.18 Reasonableness in the circumstances: Conduct and capability – Employer responsibility – To attempt to find alternative employment

Gair v Bevan Harris Ltd [1983] IRLR 368 – CS

253.3 Reasonableness in the circumstances: Conduct and capability – Penalty related to offence

Post Office v Marney [1990] IRLR 170
Trusthouse Forte (Catering) Ltd v Adonis [1984] IRLR 382
British Broadcasting Corporation v Beckett [1983] IRLR 43
Ladbroke Racing Ltd v Arnott and others [1983] IRLR 154 – CS
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439

253.4 Reasonableness in the circumstances: Conduct and capability – Injury or illness

Lynock v Cereal Packaging Ltd [1988] IRLR 510
Smiths Industries Aerospace & Defence Systems Ltd v Brookes [1986] IRLR 434
Lewis v John Adamson & Co Ltd [1982] IRLR 233

253.41 Reasonableness in the circumstances: Conduct and capability – Injury or illness – Disabled employee

Seymour v British Airways Board [1983] IRLR 55

253.42 Reasonableness in the circumstances: Conduct and capability – Injury or illness – Compliance with sick pay procedure

Hooper v British Railways Board [1988] IRLR 517 – CA

253.43 Reasonableness in the circumstances: Conduct and capability – Injury or illness – Warning/ consultation

Hooper v British Railways Board [1988] IRLR 517 – CA

253.44 Reasonableness in the circumstances: Conduct and capability – Injury or illness – Attempt to find alternative employment

Hooper v British Railways Board [1988] IRLR 517 – CA
Shook v London Borough of Ealing [1986] IRLR 46

253.5 Reasonableness in the circumstances: Conduct and capability – Summary dismissal

Hooper v British Railways Board [1988] IRLR 517 – CA
BSC Sports & Social Club v Morgan [1987] IRLR 391

253.53 Reasonableness in the circumstances: Conduct and capability – Summary dismissal – Dishonesty

Hotson v Wisbech Conservative Club [1984] IRLR 422

253.55 Reasonableness in the circumstances: Conduct and capability – Summary dismissal – Gross misconduct

Siraj-Eldin v Campbell Middleton Burness & Dickson [1989] IRLR 208 – CS
Laughton and Hawley v Bapp Industrial Supplies Ltd [1986] IRLR 245
Tracey v Zest Equipment Co Ltd [1982] IRLR 268

253.56 Reasonableness in the circumstances: Conduct and capability – Summary dismissal – Offence unconnected with work

Mathewson v RB Wilson Dental Laboratory Ltd [1988] IRLR 512

253.6 Reasonableness in the circumstances: Conduct and capability – Breach of contract

Chubb Fire Security Ltd v Harper [1983] IRLR 311

254 Reasonableness in the circumstances – Redundancy

Forth Estuary Engineering Ltd v Litster and others [1988] IRLR 289 – CS and [1986] IRLR 59
Stacey v Babcock Power Ltd (Construction Division) [1986] IRLR 3
Rolls-Royce Motors Ltd v Dewhurst and others [1985] IRLR 184
McGrath v Rank Leisure Ltd [1985] IRLR 323
Henry v Ellerman City Liners Ltd [1984] IRLR 408 – CA
Grundy (Teddington) Ltd v Plummer and Salt [1983] IRLR 98
Meikle v McPhail (Charleston Arms) [1983] IRLR 351
Murphy v Epsom College [1983] IRLR 395
A Simpson & Son (Motors) v Reid and Findlater [1983] IRLR 401
Buchanan v Tilcon Ltd [1983] IRLR 417 – CS
Williams and others v Compair Maxam Ltd [1982] IRLR 83
Cowen v Haden Ltd [1982] IRLR 225
Maund v Penwith District Council [1982] IRLR 399

254.1 Reasonableness in the circumstances – Redundancy – Attempt to find alternative employment

Octavius Atkinson & Sons Ltd v Morris [1989] IRLR 158 – CA
Labour Party v Oakley [1987] IRLR 79
Elliott v Richard Stump Ltd [1987] IRLR 215
MDH Ltd v Sussex [1986] IRLR 123
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53
Barratt Construction Ltd v Dalrymple [1984] IRLR 385
Robinson v Carrickfergus Borough Council [1983] IRLR 122 – NICA
Abbotts and Standley v Wesson-Glynwed Steels Ltd [1982] IRLR 51

Williams and others v Compair Maxam Ltd [1982] IRLR 83

254.3 Reasonableness in the circumstances – Redundancy – Warning

Polkey v A E Dayton Services Ltd (formerly Edmund Walker (Holdings) Ltd) [1987] IRLR 503 – HL and [1987] IRLR 13 – CA
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53
Williams and others v Compair Maxam Ltd [1982] IRLR 83

254.4 Reasonableness in the circumstances – Redundancy – Consultation

Mining Supplies (Longwall) Ltd v Baker [1988] IRLR 417
Polkey v AE Dayton Services Ltd (formerly Edmund Walker (Holdings) Ltd) [1987] IRLR 503 – HL and [1987] IRLR 13 – CA
Howarth Timber (Leeds) Ltd v Biscomb [1986] IRLR 52
Graham v ABF Ltd [1986] IRLR 90
Holden v Bradville Ltd [1985] IRLR 483
Lafferty Construction Ltd v Duthie [1985] IRLR 487
Pink v 1. White and 2. White & Co (Earls Barton) Ltd [1985] IRLR 489
Robinson v Carrickfergus Borough Council [1983] IRLR 122 – NICA
Tilgate Pallets Ltd v Barras and others [1983] IRLR 231
Abbotts and Standley v Wesson-Glynwed Steels Ltd [1982] IRLR 51
Williams and others v Compair Maxam Ltd [1982] IRLR 83
Freud v Bentalls Ltd [1982] IRLR 443

254.5 Reasonableness in the circumstances – Redundancy – Basis of selection

Graham v ABF Ltd [1986] IRLR 90
Stockton-on-Tees Borough Council v Brown [1986] IRLR 432
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53
Green v A&I Fraser (Wholesale Fish Merchants) Ltd [1985] IRLR 55
Babar Indian Restaurant v Rawat [1985] IRLR 57
BL Cars Ltd v Lewis [1983] IRLR 58
Abbotts and Standley v Wesson-Glynwed Steels Ltd [1982] IRLR 51
Williams and others v Compair Maxam Ltd [1982] IRLR 83
Clarke v Eley (IMI) Kynoch Ltd and Eley (IMI) Kynoch Ltd v Powell [1982] IRLR 482 – EAT and [1982] IRLR 131 – IT

254.6 Reasonableness in the circumstances – Redundancy – Applying the selection procedure

Stockton-on-Tees Borough Council v Brown [1986] IRLR 432
Green v A&I Fraser (Wholesale Fish Merchants) Ltd [1985] IRLR 55
Rolls-Royce Motors Ltd v Dewhurst and others [1985] IRLR 184
BL Cars Ltd v Lewis [1983] IRLR 58
Williams and others v Compair Maxam Ltd [1982] IRLR 83

256 Reasonableness in the circumstances – Other substantial reason

Oakley v Labour Party [1988] IRLR 34 – CA and [1987] IRLR 79
Wadley v Eager Electrical Ltd [1986] IRLR 93
Kent County Council v Gilham and others [1985] IRLR 18 – CA
Richmond Precision Engineering Ltd v Pearce [1985] IRLR 179
North Yorkshire County Council v Fay [1985] IRLR 247 – CA
Dobie v Burns International Security Services (UK) Ltd [1984] IRLR 329 – CA and [1983] IRLR 278
Chubb Fire Security Ltd v Harper [1983] IRLR 311
Meikle v McPhail (Charleston Arms) [1983] IRLR 351
Kelman v GJ Oram [1983] IRLR 432
Evans v Elemeta Holdings [1982] IRLR 143

257 Sufficiency of reason for dismissal – Equity and substantial merits of the case

Spink v Express Foods Group Ltd [1990] IRLR 320
Louies v Coventry Hood & Seating Co Ltd [1990] IRLR 324
Pritchett and Dyjasek v J McIntyre Ltd [1987] IRLR 18 – CA
West Midlands Co-operative Society Ltd v Tipton [1986] IRLR 112 – HL
Ladbroke Racing Ltd v Arnott and others [1983] IRLR 154 – CS
Dobie v Burns International Security Services (UK) Ltd [1983] IRLR 278

259 Sufficiency of reason for dismissal – Size and administrative resources of the undertaking

Brandon and Goold v Murphy Bros [1983] IRLR 54
Meikle v McPhail (Charleston Arms) [1983] IRLR 351
Henderson v Granville Tours Ltd [1982] IRLR 494

261 Dismissal and industrial action – Strike

McKenzie v Crosville Motor Services Ltd [1989] IRLR 516
Bolton Roadways Ltd v Edwards and others [1987] IRLR 392
Express & Star Ltd v Bunday and others [1987] IRLR 422 – CA
Hindle Gears Ltd v McGinty and others [1984] IRLR 477
Midland Plastics v Till and others [1983] IRLR 9

262 Dismissal and industrial action – Other industrial action

Midland Plastics v Till and others [1983] IRLR 9
Faust and others v Power Packing Casemakers Ltd [1983] IRLR 117 – CA
Naylor and others v Orton & Smith and MD Tweddell Engineering Ltd [1983] IRLR 233

263 Dismissal and industrial action – Selection for dismissal

Munir and another v Jang Publications Ltd [1989] IRLR 224 – CA
P&O European Ferries (Dover) Ltd v Byrne [1989] IRLR 254 – CA
Coates and Venables v Modern Methods & Materials Ltd [1982] IRLR 318 – CA

264 Dismissal and industrial action – Selection for offer of re-engagement

Bolton Roadways Ltd v Edwards and others [1987] IRLR 392
Express & Star Ltd v Bunday and others [1986] IRLR 477
Courtaulds Northern Spinning Ltd v Moosa [1984] IRLR 43
Highlands Fabricators Ltd v McLaughlin [1984] IRLR 482
Williams and others v National Theatre Board [1982] IRLR 377 – CA

266 Dismissal and industrial action – Date of dismissal

Bolton Roadways Ltd v Edwards and others [1987] IRLR 392
Express & Star Ltd v Bunday and others [1986] IRLR 477

267 Dismissal and industrial action – Lock-out

Express & Star Ltd v Bunday and others [1987] IRLR 422 – CA and [1986] IRLR 477

272 Re-employment – Where practicable

Mabirizi v Hospital for Nervous Diseases [1990] IRLR 133
ILEA v Gravett [1988] IRLR 497
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283.11 Compensation – Compensatory award – Past loss – Notice period

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283.13 Compensation – Compensatory award – Past loss – Recoupment

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283.5 Compensation – Compensatory award – Loss of protection against unfair dismissal

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611 Direct discrimination
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Gill and Coote v El Vinos Co Ltd [1983] IRLR 206 – CA
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612 Indirect discrimination
James v Eastleigh Borough Council [1990] IRLR 288 – HL
Clarke and Powell v Eley (IMI Kynoch Ltd) [1982] IRLR 131
612.1 Indirect discrimination – Requirement/condition with which fewer of particular sex can comply
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612.15 Indirect discrimination – Requirement/condition with which fewer of particular sex can comply – Full-time work

Briggs v North Eastern Education and Library Board [1990] IRLR 181 – NICA
Clymo v Wandsworth London Borough Council [1989] IRLR 241
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Kidd v DRG (UK) Ltd [1985] IRLR 190
Home Office v Holmes [1984] IRLR 299

612.2 Indirect discrimination – Whether justifiable

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612.3 Indirect discrimination – To detriment

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Clymo v Wandsworth London Borough Council [1989] IRLR 241
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613.1 Discrimination against men – Special treatment of women in connection with pregnancy

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614.2 Discrimination against married persons – Indirect discrimination

Kidd v DRG (UK) Ltd [1985] IRLR 190

615 Relevant circumstances the same or not materially different

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616 Victimisation

Wileman v Minilec Engineering Ltd [1988] IRLR 144
Cornelius v University College of Swansea [1987] IRLR 141 – CA

618 Sexual harassment

Bracebridge Engineering Ltd v Darby [1990] IRLR 3
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Balgobin and Francis v London Borough of Tower Hamlets [1987] IRLR 401
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622 Exclusions and exceptions – Claim in time

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Foster v South Glamorgan Health Authority [1988] IRLR 277

623.1 Exclusions and exceptions – Excluded cases – Less than six employees

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Oliver v JP Malnick & Co [1983] IRLR 456

623.2 Exclusions and exceptions – Excluded cases – Private households

Commission of the European Communities v United Kingdom of Great Britain and NI [1984] IRLR 29 – ECJ

623.3 Exclusions and exceptions – Excluded cases – Midwives

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623.4 Exclusions and exceptions – Excluded cases – Work ordinarily outside GB

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624.31 Exclusions and exceptions – Overlap with Equal Pay Act – Contravention of equality clause – Material factor defence

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625 Exclusions and exceptions – Retirement or death provisions

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626.2 Exclusions and exceptions – Genuine occupational qualifications – Decency or privacy

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Sisley v Britannia Security Systems Ltd [1983] IRLR 404

626.3 Exclusions and exceptions – Genuine occupational qualifications – Employee lives on premises

Sisley v Britannia Security Systems Ltd [1983] IRLR 404

627 Exclusions and exceptions – National security etc

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631 Discrimination by employers – Selection arrangements

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632 Discrimination by employers – Terms offered

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633 Discrimination by employers – Refusal to offer employment

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Baker v Cornwall County Council [1990] IRLR 194 – CA

634 Discrimination by employers – Promotion, transfer or training

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635 Discrimination by employers – Benefits, facilities or services

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636 Discrimination by employers – Dismissal

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645 Liability of employers and principals

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654 Discrimination by others than employers – Education authorities

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655 Discrimination by others than employers – Providers of facilities or services

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667 Positive action – Control compliance

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681 Individual remedies – Compensation

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Wileman v Minilec Engineering Ltd [1988] IRLR 144

681.1 Individual remedies – Compensation – Intention to discriminate

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681.2 Individual remedies – Compensation – Injury to feelings

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681.22 Compensation – Injury to feelings – Aggravated damages

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681.3 Individual remedies – Compensation – Loss of earnings and other benefits

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681.6 Compensation – Exemplary damages

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681.94 Individual remedies – Compensation – Interest

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693 Tribunal procedure

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694 Forms for questioning

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696 Discovery

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711 Direct discrimination

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Din v Carrington Viyella Ltd (Jersey Kapwood Ltd) [1982] IRLR 281
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712 Indirect discrimination
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712.1 Indirect discrimination – Requirement/condition with which fewer of a racial group can comply
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712.16 Indirect discrimination – Requirement/condition with which fewer of a racial group can comply – Age
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713.3 Racial grounds or group – Nationality
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713.4 Racial grounds or group – Ethnic origins
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713.5 Racial grounds or group – National origins
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715 Victimisation
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716 Relevant circumstances the same or not materially different
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723.4 Exclusions and exceptions – Excluded cases – Work ordinarily outside GB
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726 Exclusions and exceptions – Genuine occupational qualifications
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726.5 Exclusions and exceptions – Genuine occupational qualifications – Provision of personal services
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731 Discrimination by employers – Selection arrangements
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732 Discrimination by employers – Terms offered
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733 Discrimination by employers – Refusal to offer employment
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734 Discrimination by employers – Promotion, transfer or training
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735 Discrimination by employers – Benefits, facilities or services
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737 Discrimination by employers – Detriments
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743 Instructions to discriminate
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751 Discrimination by others than employers – Qualifying bodies
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760 Positive action
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773 Enforcement by CRE – Appeal against non-discrimination notice
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781 Individual remedies – Compensation
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781.22 Compensation – Injury to feelings – Aggravated damages
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781.6 Compensation – Exemplary damages
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